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STATE OF HAWAII

HAWAII LABOR RELATIONS BOARD

In the Matter of DIRECTOR,)	CASE NO. OSH 2010-14
DEPARTMENT OF LABOR AND)	(Inspection No. 313078578)
INDUSTRIAL RELATIONS,)	
)	STIPULATION AND SETTLEMENT
Complainant,)	AGREEMENT; EXHIBIT A; APPROVAL
)	AND ORDER
vs.)	
)	
BOLTON, INC.,)	
)	
Respondent.)	
)	

STIPULATION AND SETTLEMENT AGREEMENT

Complainant Director of Labor and Industrial Relations ("Director") and Respondent BOLTON, INC. ("Respondent") having reached a full and complete settlement of the above-captioned contested case presently pending before the Hawaii Labor Relations Board ("Board") stipulate and agree as follows:

On or about January 19, 2010, the Director, by and through the State of Hawaii's Occupational Safety and Health Division ("HIOSH"), inspected Respondent's workplace located at Lot 4 and 5, Pauoa Beach Drive, Kamuela, Hawaii, 96743.

As a consequence of said inspection, the Director, through HIOSH's Administrator, issued a Citation and Notification of Penalty on June 23, 2010 ("Citation") to Respondent alleging violations of the Hawaii Occupational Safety and Health Standards and assessed an aggregate penalty of \$525.00. *See* Exhibit A.

Respondent timely contested the Citation.

THEREFORE, to avoid the expense of litigation and to compromise and settle the above-captioned case, the parties, by and through their respective representatives, stipulate and agree as follows:

1. The Board has jurisdiction over this contested case pursuant to section 396-11, Hawaii Revised Statutes ("HRS").
2. At all relevant times, Respondent maintained a workplace at Lot 4 and 5, Pauoa Beach Drive, Kamuela, Hawaii, 96743.
3. At all relevant times, Respondent was an employer, as defined in HRS § 396-3, and employed employees, as defined in HRS § 396-3, and was therefore subject to the requirements of HRS chapter 396, the Hawaii Occupational Safety and Health Law.
4. Respondent agrees that it has abated each violation listed in the Citation in compliance with the abatement requirements under Hawaii Administrative Rule § 12-51-22.
5. The Citation is amended as follows:
 - a. the 'serious' characterization of Citation 1, item 1a, alleging a violation of 29 CFR 1926.451(f)(3) [chapter 12-130.1, Hawaii Administrative Rules], is reduced to 'other-than-serious';
 - b. the 'serious' characterization of Citation 1, item 1b, alleging a violation of 29 CFR 1926.451(f)(4) [chapter 12-130.1, Hawaii Administrative Rules], is reduced to 'other-than-serious';

c. the 'serious' characterization of Citation 1, item 1b, alleging a violation of 29 CFR 1926.451(f)(7) [chapter 12-130.1, Hawaii Administrative Rules], is reduced to 'other-than-serious';

d. the 'serious' characterization of Citation 1, item 1b, alleging a violation of 29 CFR 1926.452(a)(4) [chapter 12-130.1, Hawaii Administrative Rules], is reduced to 'other-than-serious';

6. The aggregate penalty of \$525.00 shall be paid in full to the Director of Budget and Finance upon the execution of this Agreement.

7. If Respondent fails to fulfill any condition of this Agreement within the time stated, the original 'serious' characterization of the violations that were reduced to 'other-than-serious' along with the original penalty amount shall automatically and without further notice be reinstated and shall be final and conclusive and shall be treated as such with regard to any future citations the Director may issue against Respondent including, but not limited to, any "repeat" violations. All amounts shall be immediately due and owing. If Respondent fails to pay all penalties and the Director institutes legal action to collect on the outstanding amount due, Respondent agrees to pay all fees and costs, including reasonable attorney's fees, incurred to collect on the unpaid penalties. Any forbearance by the Director in exercising any right or remedy shall not be a waiver of or preclude the exercise of any right or remedy.

8. Except for the stipulated amendments described above, the Citation is confirmed in all other respects and upon approval by the Board, this Agreement and the Citation, as amended, shall become a final order of the Director.

9. Respondent shall post a copy of this Agreement and Order in a prominent place at or near the location of the posting of the Citation, and the Agreement and Order shall remain posted for three working days (excluding weekends and State holidays).

10. Respondent shall continue to comply with HRS chapter 396, the Hawaii Occupational Safety and Health Law, and the related rules.

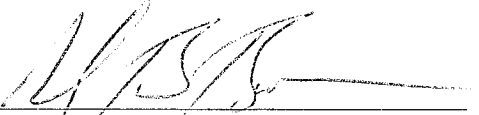
11. Nothing in this Agreement shall bar the Director from taking any action

regarding future acts or practices by Respondent which may be alleged to violate HRS chapter 396, the Hawaii Occupational Safety and Health Law, or the related rules.

12. Upon approval of this Agreement, all proceedings before the Board shall be dismissed.


DATED: Honolulu, Hawaii, September 14, 2010.

BOLTON, INC.

By: 
Its VICE PRESIDENT
DANIEL BOLTON

APPROVED AS TO FORM:

DIRECTOR OF LABOR AND
INDUSTRIAL RELATIONS


HERBERT B.K. LAU
Deputy Attorney General
Attorney for Director of Labor and
Industrial Relations, State of Hawaii

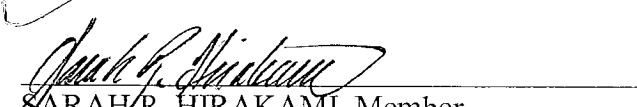

PEARL IMADA IBOSHI

APPROVED AND SO ORDERED BY
HAWAII LABOR RELATIONS BOARD:

ORDER NO. 400

DATED: September 14, 2010


JAMES B. NICHOLSON, Chair


SARAH R. HIRAKAMI, Member


NORMAN K. KATO II, Member

State of Hawaii

Department of Labor and Industrial Relations
HAWAII OCCUPATIONAL SAFETY AND HEALTH DIVISION
830 PUNCHBOWL STREET, ROOM 425
HONOLULU, HI 96813
Phone: (808)586-9110 FAX: (808)586-9104



Certified Number: 7006 0100 0002 8176 1715

Citation and Notification of Penalty

To:

Bolton Inc
and its successors
P O Box 898
Kailua Kona, HI 96745

Inspection Number: 313078578
Inspection Date(s): 01/19/2010- 01/19/2010
Issuance Date: 06/23/2010
OSHC ID: X8851
Optional Report No.: 00710
Inspection Type: Programmed Related
Scope of Inspection: Comprehensive Inspection

Inspection Site:

Lot 4 & 5 Pauoa Beach Dr
Kamuela, HI 96743

The violation(s) described in this Citation and Notification of Penalty is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.

This Citation and Notification of Penalty describes violations of the Hawaii Occupational Safety and Health Law. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties, unless within 20 calendar days from your receipt of this Citation and Notification of Penalty, you mail a notice of contest to the State of Hawaii Occupational Safety and Health Division (HIOSH) at the address shown above. Please refer to the enclosed booklet (Employer Rights and Responsibilities Following a HIOSH Inspection) which outlines your rights and responsibilities and which should be read in conjunction with this form. Issuance of this Citation does not constitute a finding that a violation of the Law has occurred unless there is a failure to contest as provided for in the Law or, if contested, unless this Citation is affirmed by the Hawaii Labor Relations Board (HLRB) or a court.

Posting - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or, if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and State holidays), whichever is longer. The penalty dollar amounts need not be posted and may be marked out or covered up prior to posting.

Informal Conference - An informal conference is not required. However, if you wish to have such a conference you may request one with the Administrator during the 20 calendar day contest period. During such an informal conference, you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Administrator within 20 calendar days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the page 5, Notice to Employees, next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

Employers' Right to Contest - You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest penalties and/or abatement dates without contesting the underlying violations. Unless you inform the Administrator in writing that you intend to contest the citation(s) and/or penalty(ies) within 20 calendar days after receipt, the citation(s) and the penalty(ies) will become a final order of the Department of Labor and Industrial Relations and may not be reviewed by any court or agency. Once a letter of contest is received, it becomes the jurisdiction of the HLRB.

Penalty Payment - Penalties are due within 20 calendar days of receipt of this notification unless contested. Make your check or money order payable to "Director of Budget and Finance." Please indicate the Inspection Number on the remittance.

HIOSH does not agree to any restrictions or conditions or endorsements put on any check or money order for less than the full amount due, and will cash the check or money order as if these restrictions, conditions, or endorsements do not exist.

Notification of Corrective Action - For each violations which you do not contest, you are required by Section 12-51-22 to submit an Abatement Certification to HIOSH. The certification must be sent by you within 5 calendar days of the abatement date indicated on the citation. For **Willful** and **Repeat** violations, documents (examples: photos, copies of receipts, training records, etc.) demonstrating that abatement is complete must accompany the certification. Where the citation is classified as **Serious** and the citation states that abatement documentation is required, documents such as those described above are required to be submitted along with the abatement certificate. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item.

All abatement verification documents must contain the following information: 1) Your name and address; 2) the inspection number (found on the front page); 3) the citation and citation item number(s) to which the submission relates; 4) a statement that the information is accurate; 5) the signature of the employer or employer's authorized representative; 6) the date the hazard was corrected; 7) a brief statement of how the hazard was corrected; and 8) a statement that affected employees and their representatives have been informed of the abatement.

The law also requires a copy of all abatement verification documents, required by Section 12-51-22 to be sent to HIOSH, also be posted at the location where the violation appeared and the corrective action took place.

Employer Discrimination Unlawful - The law prohibits discrimination by an employer against an employee for filing a complaint or for exercising any rights under this Act. An employee who believes that he/she has been discriminated against may file a complaint no later than 60 days after the discrimination occurred with the Hawaii Occupational Safety and Health Division at the address shown above.

Employer Rights and Responsibilities - The enclosed booklet (Employer Rights and Responsibilities Following a HIOSH Inspection) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

Employees' Right to Contest - The law gives an employee or his/her representative the opportunity to object to any abatement date set for a violation if he/she believes the date to be unreasonable. The contest must be mailed to the Hawaii Occupational Safety and Health Division at the address shown above and postmarked within 20 calendar days of the receipt by the employer of this Citation and Notification of Penalty.

Inspection Activity Data - You should be aware that OSHA publishes information on inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to your inspection will be available 30 calendar days after the Citation Issuance Date. You are encouraged to review the information concerning your establishment at WWW.OSHA.GOV. If you have any dispute with the accuracy of the information displayed, please contact this office.

ABATEMENT CERTIFICATION

COLLEEN Y. LACLAIR, ACTING DIRECTOR
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
HAWAII OCCUPATIONAL SAFETY AND HEALTH DIVISION
830 PUNCHBOWL STREET, ROOM 425
HONOLULU, HI 96813

Bolton Inc
P O Box 898
Kailua Kona, HI 96745

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____
How corrected: _____

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____
How corrected: _____

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____
How corrected: _____

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____
How corrected: _____

The hazard referenced in Inspection Number _____ for the violation identified as
Citation _____ and Item _____ was corrected on _____
How corrected: _____

I attest that the information contained in this document is accurate and that the affected employees and their
representatives have been informed of the abatement activities described in this certification.

Signature

Typed or Printed Name

State of Hawaii

Department of Labor and Industrial Relations
Hawaii Occupational Safety and Health Division



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with HIOSH to discuss the citation(s) issued on 06/23/2010. The conference will be held at the HIOSH office located at 830 PUNCHBOWL STREET, ROOM 425, HONOLULU, HI, 96813 on _____ at _____.

Employees and/or representatives of employees have a right to attend an informal conference.

State of Hawaii

Department of Labor and Industrial Relations
Hawaii Occupational Safety And Health Division

Inspection Number: 313078578
Inspection Dates: 01/19/2010 - 01/19/2010
Issuance Date: 06/23/2010



Citation and Notification of Penalty

Company Name: Bolton Inc

Inspection Site: Lot 4 & 5 Pauoa Beach Dr, Kamuela, HI 96743

The alleged violations below (1a-1e) have been grouped because they involve similar or related hazards that may increase the potential for injury or illness.

Citation 1 Item 1a Type of Violation: **Serious**

29 CFR 1926.451(f)(3) [Refer to chapter 12-130.1, HAR] was violated because:

A wood pole scaffolding system was not inspected by a competent person for any visible defects prior to each work shift in which employees would be using the scaffolding.

29 CFR 1926.451(f)(3) states "Scaffolds and scaffold components shall be inspected for visible defects by a competent person before each work shift, and after any occurrence which could affect a scaffold's structural integrity."

Location: Pool

Date By Which Violation Must be Abated:

Penalty:

06/28/2010
\$ 525.00

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

Citation and Notification of Penalty

State of Hawaii

Department of Labor and Industrial Relations
Hawaii Occupational Safety And Health Division

Inspection Number: 313078578
Inspection Dates: 01/19/2010 - 01/19/2010
Issuance Date: 06/23/2010



Citation and Notification of Penalty

Company Name: Bolton Inc

Inspection Site: Lot 4 & 5 Pauoa Beach Dr, Kamuela, HI 96743

Citation 1 Item 1b Type of Violation: **Serious**

29 CFR 1926.451(f)(4) [Refer to chapter 12-130.1, HAR] was violated because:

A 12 foot long scaffold plank used as a working surface on a wood pole scaffolding system had a 5 foot crack down the center.

29 CFR 1926.451(f)(4) states "Any part of a scaffold damaged or weakened such that its strength is less than that required by paragraph (a) of this section shall be immediately repaired or replaced, braced to meet those provisions, or removed from service until repaired."

Location: Pool

Date By Which Violation Must be Abated:

06/28/2010

Citation 1 Item 1c Type of Violation: **Serious**

29 CFR 1926.451(f)(7) [Refer to chapter 12-130.1, HAR] was violated because:

A wood pole scaffolding system was not erected under the supervision and direction of a competent person qualified in the wood pole scaffolding erection, moving, dismantling or alteration.

29 CFR 1926.451(f)(7) states "Scaffolds shall be erected, moved, dismantled, or altered only under the supervision and direction of a competent person qualified in scaffold erection, moving, dismantling or alteration. Such activities shall be performed only by experienced and trained employees selected for such work by the competent person."

Location: Pool

Date By Which Violation Must be Abated:

06/28/2010

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

State of Hawaii

Department of Labor and Industrial Relations
Hawaii Occupational Safety And Health Division

Inspection Number: 313078578

Inspection Dates: 01/19/2010 - 01/19/2010

Issuance Date: 06/23/2010



Citation and Notification of Penalty

Company Name: Bolton Inc

Inspection Site: Lot 4 & 5 Pauoa Beach Dr, Kamuela, HI 96743

Citation 1 Item 1d Type of Violation: Serious

29 CFR 1926.452(a)(4) [Refer to chapter 12-130.1, HAR] was violated because:

A single wood pole scaffolding system was not provided with diagonal bracing in both directions across the entire outside face.

29 CFR 1926.452(a)(4) states "Diagonal bracing in both directions shall be installed across the entire outside face of all double- and single-pole scaffolds."

Location: Pool

Date By Which Violation Must be Abated:

06/28/2010

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

State of Hawaii

Department of Labor and Industrial Relations
Hawaii Occupational Safety And Health Division

Inspection Number: 313078578
Inspection Dates: 01/19/2010 - 01/19/2010
Issuance Date: 06/23/2010



Citation and Notification of Penalty

Company Name: Bolton Inc

Inspection Site: Lot 4 & 5 Pauoa Beach Dr, Kamuela, HI 96743

Citation 1 Item 1e Type of Violation: **Serious**

29 CFR 1926.452(a)(7) [Refer to chapter 12-130.1, HAR] was violated because:

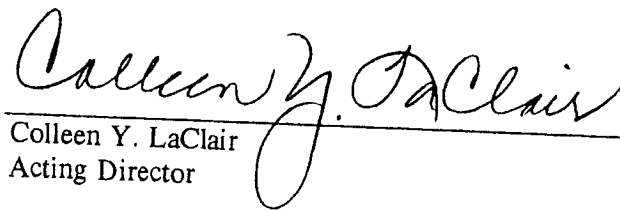
A wood pole scaffolding system did not have any runners or bearing blocks installed.

29 CFR 1926.452(a)(7) states "Runners shall extend over a minimum of two poles, and shall be supported by bearing blocks securely attached to the poles."

Location: Pool

Date By Which Violation Must be Abated:

06/28/2010


Colleen Y. LaClair
Acting Director

See pages 1 through 5 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

Citation and Notification of Penalty